



Institutional Research and Planning

Vision for Institutional Effectiveness, Research, and Planning

*To Support The Leading College Of
Equity And Excellence...*

by inspiring a culture of equity-minded action research, reflection, and inquiry.

Strategies

1. Make data accessible, interactive, actionable, and widely distributed
2. Integrate equity-minded inquiry into existing systems
3. Develop a coalition of action researchers dedicated to equity-minded inquiry

1. Make data accessible, interactive, actionable, and widely distributed.

- Report Warehouse

- Searchable repository of all reports developed by IR

- Tableau Dashboards

- Visualizations of data trends, patterns, and equity analyses
- Integrated training with individuals from around campus

Dashboard Development

- Dashboard of the month
- Over the last year, the IR team has developed 11 dashboards
- Currently developing 4 additional dashboards
- Improve functionality
- Integrate analytics
- Video tutorials and links to external dashboards

2. Integrate equity-minded inquiry into existing systems

- Equity Analysis in Dashboards
- Program Review
- Guided Pathways
- Addition of Demographic question block that includes Ethnicity, Sexual Orientation, and Gender Identity into all surveys

3. Develop a coalition of action researchers dedicated to equity-minded inquiry

- Shared Metrics team
- More Guinea Pigs
- Dashboard engagement
 - Enrollment Trends: Over 5,000 views
 - Course Outcomes: Nearly 4,000 views
 - Student Characteristics: nearly 2,000 views
 - Scorecard: Over 2,000 views
- Coaching/training

Large-Scale Efforts

Campus Wide Operations

- Strategic Planning
- Enrollment Management
- Program Review
- Outcomes
- SCFF

Grants/Categorical

- HSI Title V
- HSI Title III
- BSSOT
- Strong WorkForce
- SEA

Initiatives

- Pathways
- Guinea Pig Project
- LGBTQ Tsk Force
- MMAP/AB705
- BDP Data collection

Ad hoc Projects+

- 17/18 AY
 - 142 completed projects
- 18-19 AY
 - 50 completed projects
 - 43 in progress

[Project Log](#)

Project Highlight

- Focus Group project
 - Conducted 15 focus groups with almost 100 students
 - Trained Classified Professionals, 2 Faculty, 2 Administrators in consensus based focus group protocol
 - Developed and administered survey to triangulate findings and gather additional info

Strengths, Challenges, Opportunities, Plans

Strengths

- Dedicated and skilled team
- Development of new tools
- Responsive to campus needs
- Integration into campus governance

Challenges

- Staffing shortages/turnovers
- Funding for research participation incentives (Thanks Pam!)
- Always more questions to answer 😊
- Dashboard engagement
- Reaching critical mass with training

Opportunities

- New leadership in DO
- Increased collaboration across campuses
- HSI Tile 5 competition
- CCCCCO Goal setting/VFS/SCFF

Plans

- Mini Grant application/Foundation support
- Reclassification of Associate position
- NANCE support
- Continued and scaled use of Tableau

The Team

Madeleine Hinkes, Dean

Bridget Herrin, Associate Dean

Nancy Cortes, Analyst

Hai Hoang, Analyst

Vacant, Associate (reclassifying to Analyst)

Anda McComb, Admin Tech

Mona King, Sr. Secretary

Sandra Perez, Admin Aide



“Inquiry is a change strategy, become a researcher of your own practice” -Estela Bensimon